

~~CONFIDENTIAL~~III SPECIAL REPORTGENERAL

Last month's Special Report was first in a series which will attempt to predict the Agency's annual professional personnel attrition through 1975 in order to give management a sharper view of its long-range professional replacement requirements and assist in the improvement of recruitment, training, and career development plans to meet these requirements.

The last Report cited 3 key elements affecting attrition among careerists which should be examined closely in relation to our professional staff:

1. the age distribution of professionals, and particularly the increases in average age that have been occurring in recent years;
2. changes and pending changes to liberalize retirement benefits and encourage early retirement;
3. the Federal service records of professionals -- which show progressively increasing amounts each year that will ultimately have an important effect on attrition rates.

The third element, "Federal service records", was the principal topic of the last Special Report. This Report presents some statistics and comparisons pertaining to the first two elements and also depicts the Agency's annual attrition rates, by selected grade groups, for fiscal years 1958 through 1963.

TABLES

TAB A - Average Age Comparisons: Staff Personnel, Grades GS-9 through GS-18, 31 December 1960 through 31 December 1963 (Agency)

TAB B - Same as above - for CSCS

TAB C - Same as above - for DD/I Career Services

TAB D - Same as above - for Support Career Services

TAB E - Annuity Comparisons (For employees in selected age, service, and grade brackets, TAB E compares the approximate Civil Service annuity they would earn using "high 5" figures from: (1) the salary scale in effect 1 July 60 - October 62, and (2) the present salary scale effective 5 January 1964. Also shown are approximate annuities computed under present salary scales but using (3) the proposed CIA formula, and (4) the formula in pending legislation permitting retirement at age 55 and 30 years service with no actuarial reduction.)

TAB F - Attrition Comparisons: Fiscal Years 1958 Through 1963 by Grade Groups (Agency)

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### OBSERVATIONS

1. The average age of the grade group, GS-9 through GS-18, is increasing each year for all major directorates of the Agency.
2. The average age is increasing at a greater rate for the grade group, GS-12 through GS-18, than for the total GS-9 through GS-18 grade group. In the three-year period from 31 December 1960 to 31 December 1963, the average age of the GS-12 through GS-18 grade group in the Clandestine Services Career Service increased 1.6 years; the Career Services of the DD/I, 1.4 years and the Support Career Services, 1.2 years.
3. Of the major directorates, the DD/I Career Services have the most stable age structure in the GS-9 through GS-18 grade group.
4. With increased use of grade GS-10 during the 1960-63 period, the average age of persons in this grade decreased in the DD/I Career Services but increased in the Clandestine Services and Support Career Services.
5. The increased "high 5" which will develop from the Pay Reform Act of 1962 will yield substantially higher annuities to future retirees, (and this prospect of sharply higher annuities will no doubt increase pressures for retirement "deferrals" among employees who would otherwise seek retirement during the next 4-5 years.)
6. Passage of the Agency's proposed retirement legislation, and any amendment of the Civil Service Retirement Act to permit retirement at age 55 with 30 years of service without a reduction for years under age 60, will bring about further substantial increases in annuities over those generated by the Pay Reform Act of 1962.
7. The Agency's attrition rates have been remarkably stable during the past six years; however, 1960 marked the beginning of a slight upward trend in the GS-12 through GS-18 grade group, due very probably to the Agency's new policy on retirement announced in 1959.

### CONCLUSIONS

1. The average age of the upper grades in all directorates has not as yet stabilized. It is increasing at the rate of approximately 6 months during each calendar year.
2. The above fact and the fact that future annuities will be substantially higher, although based on experience at the same GS grade and step, will tend to increase future attrition rates at the upper grade and age levels.

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